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Report of the Secretary-General on women and peace and security

I. Introduction

1. In its presidential statement S/PRST/2004/40, the Security Council requested the Secretary-General to submit to it, in October 2005, an action plan for the implementation of resolution 1325 (2000) on women and peace and security across the United Nations system, with a view to strengthening commitment and accountability at the highest levels, as well as to allow for improved accountability, monitoring and reporting on progress on implementation within the United Nations system.

2. The present report is prepared pursuant to that request.

II. Preparation of the system-wide action plan on implementation of Security Council resolution 1325 (2000)

3. The Inter-Agency Task Force on Women and Peace and Security, in partnership with Member States and non-governmental organizations, held initial consultations on the framework and contents of the system-wide action plan for the implementation of Security Council resolution 1325 (2000) in December 2004. The Task Force, chaired by the Special Adviser on Gender Issues and Advancement of Women, comprises representatives of 22 United Nations system entities and observers from intergovernmental organizations and civil society.[1]

4. As a first step in drafting the action plan, the Task Force produced a matrix based on intergovernmental mandates set forth in resolution 1325 (2000) and the subsequent presidential statements on women and peace and security (S/PRST/2001/31, 2002/32 and 2004/40). In April 2005, the Special Adviser on Gender Issues and Advancement of Women briefed the United Nations entities that are members of the Executive Committee on Peace and Security. The Committee supported the initiative as providing a framework for system-wide cooperation and an opportunity to focus on enhanced collaboration for the full implementation of resolution 1325 (2000). All United Nations entities with mandates related to peace and security were invited to submit contributions to the action plan. Consultations were held within the entities to coordinate areas of responsibility of each entity and

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specific outputs to be produced under the plan. The action plan annexed to the present report draws on contributions received from 37 entities (see annex).

III. Framework of the system-wide action plan

A. Policy framework

5. Resolution 1325 (2000) and the three subsequent presidential statements on women, peace and security constitute important landmarks and provide a framework for action. The Security Council stressed the importance of bringing gender perspectives to the centre of all United Nations efforts related to peace and security and called for action under a number of thematic and cross-cutting areas.

6. Furthermore, the report of the High-level Panel on Threats, Challenges and Change (A/59/565) and the report of the Secretary-General "In larger freedom: towards development, security and human rights for all" (A/59/2005) proposed a number of initiatives of vital importance to millions of women and girls in conflict and post-conflict areas, including: the creation of a Peacebuilding Commission; increased focus on conflict prevention; the responsibility to protect populations from genocide, war crimes, ethnic cleansing and crimes against humanity; more effective protection of human rights; and enhanced rule of law.

7. In the 2005 World Summit Outcome (General Assembly resolution 60/1), the world's leaders reaffirmed their commitment to the full and effective implementation of Security Council resolution 1325 (2000). They underlined the importance of integrating a gender perspective and of women having the opportunity for equal participation and full involvement in all efforts to maintain and promote peace and security, as well as the need to increase their role in decision-making at all levels. Integrating a gender perspective in the design and work of the Peacebuilding Commission is a key element for the success of the Commission's work, taking into account its mandate to bring together all relevant actors, to marshal resources and to propose integrated strategies for post-conflict peacebuilding and recovery.

B. Purposes and time frame

8. The action plan will be used by United Nations entities to:

(a) Formulate concrete strategies, actions and programmes, in a consistent and effective manner, to advance the role of women in peace and security areas;

(b) Ensure more efficient support to Member States and other actors in national and regional level implementation of resolution 1325 (2000);

(c) Strengthen the commitment and accountability of the United Nations system at the highest levels;

(d) Enhance inter-agency cooperation.

9. In the framework of enhanced coordination and accountability, the action plan will be utilized by intergovernmental and inter-agency bodies as a yardstick against

which to assess periodically the United Nations system's efforts. It is proposed that the plan cover the period from 2005 to 2007.

C. Structure

10. In keeping with the mandates given by the Security Council in resolution 1325 (2000) and the relevant presidential statements, the plan has been structured according to the following 12 areas of action:

A. Conflict prevention and early warning;

B. Peacemaking and peacebuilding;

C. Peacekeeping operations;

D. Humanitarian response;

E. Post-conflict reconstruction and rehabilitation;

F. Disarmament, demobilization and reintegration;

G. Preventing and responding to gender-based violence in armed conflict;

H. Preventing and responding to sexual exploitation and abuse by United Nations staff, related personnel and United Nations partners;

I. Gender balance;

J. Coordination and partnership;

K. Monitoring and reporting;

L. Financial resources.

11. Under each area of action, entities identified those objectives that fall within their respective mandates and proposed strategies and actions for their fulfilment. Each entity also indicated expected outcomes within specific time lines, given its role and functions and the resources at its disposal. The responsibility for implementation of the activities planned by each entity under the action plan will lie with that entity.

D. Inter-agency coordination

12. The United Nations System Chief Executives Board for Coordination (CEB) is the highest inter-agency body within the United Nations system with responsibility for coordination. It is composed of the executive heads of the member organizations and is assisted by two high-level committees, the High Level Committee on Programmes and the High Level Committee on Management.

13. The Executive Committees on Peace and Security and on Humanitarian Affairs were set up by the Secretary-General to provide executives at the highest levels with a forum to discuss and formulate strategies to prevent and respond to armed conflict and humanitarian emergencies. On an ad hoc basis, the Executive Committees deal with those issues that pertain to the situation of women in various conflict-stricken areas, including gender-based violence, sexual exploitation and abuse. The United Nations Development Group collaborates with the Executive Committees in support

of the broader goal of peacebuilding and develops policies, guidelines and procedures to improve the work of the United Nations country team network.

14. The inter-agency body with a broad mandate to deal with coordination on gender issues is the Inter-Agency Network on Women and Gender Equality, which is a network of gender focal points from United Nations entities. The Inter-Agency Network monitors and coordinates the mainstreaming of a gender perspective in the programmatic, normative and operational work of the United Nations system. The Inter-Agency Task Force on Women, Peace and Security is one of 10 task forces of the Inter-Agency Network and has been serving as the focal point for inter-agency consultations on the implementation of resolution 1325 (2000). It is a consultative technical body with no decision-making authority on behalf of participating entities.

15. Other inter-agency coordination bodies that are relevant to the issues of women, peace and security include the:

- Inter-Agency Standing Committee and its Task Force on Gender and Humanitarian Assistance
- Inter-Agency Coordination Group on Mine Action and its Steering Committee on Gender and Mine Action
- United Nations Framework Team for Coordination on Conflict Prevention
- Task Force on Children and Armed Conflict
- Inter-Agency Working Group on Disarmament, Demobilization and Reintegration
- Integrated mission task forces.

E. Accountability mechanisms

16. Intergovernmental bodies such as the Security Council, the General Assembly, the Economic and Social Council and the Commission on the Status of Women, and other competent intergovernmental and expert bodies, play a critical role in providing oversight and ensuring accountability of United Nations entities. They set policies, standards and norms for gender mainstreaming and empowerment of women for Member States, international organizations and civil society and provide resources, monitor progress and identify gaps and challenges.

17. At the level of United Nations entities, the overall responsibility and accountability for gender mainstreaming rests with the heads of the entities. In practice, to support and mainstream gender considerations, United Nations entities rely mostly on networks of gender advisers and units, focal points and gender theme groups. Each entity reports, for monitoring and evaluation purposes, to its own intergovernmental body in the first instance.

IV. Moving forward: conclusions and recommendations

18. Although it is the first time that the United Nations system has embarked on a planning effort of such breadth and complexity, covering virtually all major areas of action in the field of women and peace and security, the system-wide action plan

provides a wealth of information on activities being carried out by the United Nations system for women in conflict and post-conflict areas. The action plan also provides an overview of available expertise and resources on women and peace and security issues as captured in individual submissions of United Nations entities under each area of action. Most strategies and actions proposed to meet the objectives set in Security Council resolution 1325 (2000) and the related presidential statements provide a long-term framework for action and for achieving concrete results in the period between 2005 and 2007.

19. The strategies and activities in the action plan should result in measurable improvement in the United Nations system's contributions to the empowerment of women in conflict areas. During the proposed time frame of the action plan the system would review the adequacy of existing operational tools, guidelines and manuals for gender mainstreaming and integrate a gender perspective into a wide range of its programmes, policies and projects. Action plans on mainstreaming gender would be developed, inter alia, for the areas of peacekeeping and political affairs. Emphasis would be given to monitoring compliance with international humanitarian and human rights laws and preventing and reporting on violations of women's rights. Gender-sensitive programming would be expanded in such areas as post-conflict reconstruction, mine clearance, disarmament, demobilization and reintegration and HIV/AIDS prevention. Research and policy analysis would be advanced on a range of issues, including conflict prevention and early warning mechanisms. In many areas, guidelines on how to institutionalize women's contributions, including in decision-making and participation, would be developed, field tested, fine-tuned and implemented. More intensive efforts would be made to build local women's capacity for peacemaking and peacebuilding. Training, gender sensitization and capacity-building for United Nations staff, uniformed personnel and civilian police would be stepped up. Determined actions would be taken to prevent and combat gender-based violence, including sexual exploitation and abuse.

20. At the same time, an overview of the actions and strategies in the action plan reveals that the available expertise and efforts in various action areas are not of equal strength. In some areas there are overlapping activities and in a number of areas there are gaps. Examples of areas with gaps include: the collection of sex-disaggregated data and statistics as part of conflict prevention and early warning efforts; capacity-building for staff to incorporate gender perspectives in conflict prevention work; gender mainstreaming in all conflict prevention and early warning efforts and in humanitarian response, including in the work of system-wide mechanisms; more systematic incorporation of gender perspectives in peace agreements; and enhanced women's participation in formal peace processes. More efforts are needed to protect women's rights, including to prevent, document and report on gender-based violence. Efforts in this area could entail the creation of a comprehensive monitoring and compliance mechanism.

21. An analysis of gender perspectives in reports of the Secretary-General to the Security Council for the period from July 2004 to July 2005, carried out by the Office of the Special Adviser on Gender Issues and Advancement of Women, revealed that 47.1 per cent of the reports made multiple references to gender concerns and 21.9 per cent made minimal reference, while 31 per cent of the reports made no or only one mention of women or gender issues. While this constitutes progress compared with earlier reports, it clearly indicates that the Security Council

needs to receive more quantitative and qualitative information on the implementation of resolution 1325 (2000) in all country and thematic reports.

22. It is expected that, through the reviews of the implementation of the action plan and inter-agency coordination, gaps and overlapping will be more precisely assessed and new initiatives will be developed to remedy them.

23. In terms of accountability, implementation of resolution 1325 (2000) would greatly benefit from additional attention from intergovernmental legislative bodies. An analysis of Security Council resolutions and presidential statements carried out by the Office of the Special Adviser revealed that, in the period from July 2004 to July 2005, language on women or gender issues was included in 9 out of 63 resolutions (14.2 per cent) and 15 out of 62 presidential statements (24.1 per cent).

24. Given the objectives of the system-wide action plan set forth in paragraph 8 above and the increasing number of United Nations entities having a role to play in the implementation of resolution 1325 (2000), there is an urgent need to strengthen coordination and accountability.

25. Building on the existing inter-agency cooperation arrangements and accountability systems, the following concrete actions are proposed for the purpose of strengthening United Nations capacity for the implementation of resolution 1325 (2000) and related presidential statements:

At the intergovernmental level

(a) **Enhance intergovernmental oversight, monitoring and follow-up on the implementation of resolution 1325 (2000);**

At the system-wide level

(b) **Working through the High Level Committee on Programmes and with the participation of all concerned organizations as well as components of the Secretariat, to (i) ensure operational coordination of inter-agency efforts and joint activities of United Nations entities under the system-wide plan and (ii) monitor and advise executive heads in CEB on the progress in the coordinated implementation of the plan;**

(c) **Use a system of lead agencies wherever feasible to ensure dialogue, including joint setting of priorities and goals with partners, and overall coordination and monitoring of progress in the assigned area;**

(d) **Increase interaction and coordination at all levels with civil society;**

At the United Nations entity level

(e) **Hold heads of entities, special representatives and envoys of the Secretary-General responsible for gender mainstreaming and full implementation of resolution 1325 (2000), and ensure that accountability filters through to programme managers and desk officers for all programmes, projects and activities both in the field and at Headquarters;**

(f) **Appoint a focal point or a group of focal points at sufficiently high levels reporting to the highest levels of the entity in order to monitor progress in implementation of resolution 1325 (2000);**

(g) **Develop strengthened internal accountability procedures to monitor progress in the entity's implementation of the plan;**

At the field level

(h) **Enhance inter-agency cooperation in the field, including through United Nations country teams, gender theme groups and gender advisers and units, and improve cooperation with national Governments, women's national machineries for the advancement of women and promotion of gender equality, and civil society.**

26. The Security Council may wish to consider introducing a biennial report on the overall implementation of the system-wide action plan, which may also be submitted to the General Assembly. The biennial monitoring reports on the action plan can be alternated with thematic reports on women, peace and security, thus ensuring balance between implementation and policy-making cycles. Progress in the attainment of specific objectives by each entity could be assessed periodically by the organizations or offices concerned in the context of their own evaluation procedures.

27. The system-wide action plan is a tool for better coordination and building on synergies of the United Nations system. It will enable the system to align its activities with the goals of resolution 1325 (2000) endorsed by Member States. The plan provides an opportunity to draw on the expertise and resources of the system encompassing the full spectrum of peace and security issues. As such, it represents a contribution towards the goals of ensuring that women live more secure and productive lives and are able to fully enjoy their human rights and fundamental freedoms.

Notes

[1] The members of the Task Force are: Office of the Special Adviser on Gender Issues and Advancement of Women (Chair), Division for the Advancement of Women, Department of Economic and Social Affairs, Department for Disarmament Affairs, Department of Political Affairs, Department of Public Information, Department of Peacekeeping Operations, Office for the Coordination of Humanitarian Affairs, Economic and Social Commission for Western Asia, Office of the United Nations High Commissioner for Human Rights, Office of Human Resources Management, Special Representative of the Secretary-General for Children and Armed Conflict, International Labour Organization, United Nations International Research and Training Institute for the Advancement of Women, United Nations Development Programme, United Nations Children's Fund, United Nations Development Fund for Women, United Nations Population Fund, United Nations Human Settlements Programme, Office of the United Nations High Commissioner for Refugees, World Food Programme, United Nations University, United Nations Permanent Forum on Indigenous Issues.

The observers are: International Organization for Migration, Commonwealth secretariat and the NGO Working Group on Women and Peace and Security, comprising Femmes Africa Solidarité, Hague Appeal for Peace, International Alert, International Women's Tribune Centre, Women's Action for New Directions, Women's Commission for Refugee Women and Children, Women's Division of the General Board of Global Ministries, United Methodist Church and Women's International League for Peace and Freedom. Affiliate members include Amnesty International and the Women's Environmental and Development Organization.

Abbreviations used in annex

CCA	Common country assessment
CEDAW	Committee on the Elimination of Discrimination against Women
DAW	Division for the Advancement of Women
DDA	Department for Disarmament Affairs
DDR	Disarmament, demobilization and reintegration
DESA	Department of Economic and Social Affairs
DESC	Division for Economic and Social Council Support and Coordination
DPA	Department of Political Affairs
DPADM	Division for Public Administration
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
ECA	Economic Commission for Africa
ECHA	Executive Committee for Humanitarian Affairs
ECE	Economic Commission for Europe
ECPS	Executive Committee for Peace and Security
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization of the United Nations
IANWGE	Inter-Agency Network on Women and Gender Equality
IASC	Inter-Agency Standing Committee
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
IDP	Internally displaced person
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
INSTRAW	United Nations International Research and Training Institute for the Advancement of Women
MAS	Mine Action Service
NGO	Non-governmental organization

OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OLA	Office of Legal Affairs
OSAGI	Office of the Special Adviser on Gender Issues and Advancement of Women
OSRSG-CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDAF	United Nations Development Assistance Framework
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UN-HABITAT	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNICRI	United Nations Interregional Crime and Justice Research Institute
UNIDIR	United Nations Institute for Disarmament Research
UNIFEM	United Nations Development Fund for Women
UNITAR	United Nations Institute for Training and Research
UNOPS	United Nations Office for Project Services
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSSC	United Nations System Staff College
WFP	World Food Programme
WHO	World Health Organization

Annex

System-wide action plan* for the implementation of Security Council resolution 1325 (2000)

Areas of action

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* Submissions were received from DDA, DESA, DPA, DPI, DPKO, ECA, ECE, ESCWA, FAO, ICTR, ICTY, IFAD, ILO, INSTRAW, OCHA, OHCHR, OLA, OSAGI, OSRSG-CAAC, UNAIDS, UNDP, UNEP, UNESCO, UNFPA, UNFIP, UN-Habitat, UNHCR, UNICEF, UNICRI, UNIFEM, UNITAR, UNOPS, UNRWA, UNSSC, WFP, WHO and the World Bank.

A. Conflict prevention and early warning

A.1. Develop a comprehensive system-wide strategy and action plan to integrate gender perspectives in all conflict prevention work.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DDA	Build upon and implement the 2003 gender mainstreaming action plan to promote an active and visible gender policy in the field of arms control and disarmament.	Updating and implementing the action plan.	2005-2007
DPA	Develop a departmental gender action plan for integrating gender perspectives into its conflict prevention, peacemaking and peacebuilding activities.	Gender action plan developed and implemented.	2005-2007
DPKO	Draw on departmental gender mainstreaming action plan.	Conflict prevention initiatives implemented.	2005
IFAD	Develop a policy on crisis prevention and recovery to integrate gender issues in prevention and recovery.	Effective policy on crisis prevention and recovery.	2005
ILO	Develop gender-focused policies for conflict prevention in Africa.	Gender-focused conflict prevention policies.	2005-2007
UNESCO	Create an enabling environment for freedom of the press and universal access to information as a means of preventing conflicts.	Advice on media legislation to authorities and capacity-building for media.	Ongoing
WFP	Ensure effective programming through continuous mainstreaming of gender into all field operations and operational sector policies.	Increase in gender-sensitive hunger prevention programmes.	Ongoing

A.2. Ensure full participation of women in all conflict prevention work and decision-making.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DDA, DPKO, UNFPA	Establish NGO consultative mechanisms and increase the role of NGOs and women's groups in conflict prevention; organize workshops on leadership and conflict prevention; strengthen the capacity of both governmental and non-governmental institutions and local groups to include women in conflict prevention.	Systematic NGO consultations, enhanced capacity of women's groups.	2005-2007

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA	Support early warning and conflict prevention projects of local, regional and subregional women's organizations, through its Trust Fund for Preventive Action; increase ratio of women participating in conflict prevention programmes; organize workshops and seminars to sensitize local NGOs, women's groups, members of armed forces and government representatives on women's involvement in conflict prevention; and include gender issues on the agenda of its international meetings and conferences.	Support to women's NGOs; increased women's ratio in prevention programmes, sensitization and enhanced gender awareness.	Ongoing
ILO	Involve women through the creation of gender-balanced conflict prevention committees, including representatives of civil societies.	Equal participation in conflict prevention committees.	Ongoing
OHCHR	Strengthen the capacity of national human rights institutions through distance and regional training in conflict prevention.	Enhanced capacity of national human rights institutions in gender and conflict prevention.	Ongoing
UNIFEM	Promote women's participation in decision-making by bringing their skills and perspectives to bear on preventing the escalation and resurgence of conflict; promote the creation and resourcing of cross-party women's parliamentary caucuses to participate in structural forms of prevention.	Strengthened resources and capacities of women.	2005-2007

A.3. Ensure effective gender-sensitive early warning mechanisms, including through integrating gender-based early warning indicators into existing early warning processes and increasing access to information from women's groups and networks.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA	Improve channels of communication with local NGOs and women's groups for early warning, including regular consultations to reflect their views in reporting and monitoring; report on gender specific legislation and policies and women's participation in prevention; support the building of a preventive culture of peace at the community level, with special focus on women and indigenous populations.	Sharing of early warning information and use of gender early warning indicators.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ECA	Advocate for the creation of a Council for Women on Peace in the West Africa subregion.	Council for Women on Peace established.	2005-2006
ILO	Undertake research to identify determinants of gender differences in early warning mechanisms and develop indicators accordingly.	Gender-focused early warning mechanisms.	Ongoing
OHCHR	Facilitate Special Procedures' early warning function through communications with Governments and official country missions and women's organizations about violations of women's human rights and analysis of reported trends to increase capacity to signal early warning.	Exchange of field communications and increased capacity; gender-sensitive reporting.	Ongoing
UNDP	Revise conflict analysis and conflict sensitivity tools and methodologies to promote incorporation of gender perspective in conflict prevention work.	Gender review of the conflict development analysis methodology, process and related training curriculum for UNDP staff.	2005-2006
UNEP	Review needs for improvement in its gender-sensitive activities when environmental protection plays a role in conflict prevention.	Publication on "Mainstreaming gender in environmental assessment and early warning".	2005
UNICEF	Develop an early warning system to better inform responses to emergencies, including gender considerations as key component.	Gender-focused early warning system.	End of 2005
UNIFEM	Strengthen the collection of gender-sensitive data and statistics for use in early warning.	Early warning indicators piloted in three regions.	Ongoing
WFP	Reinforce successful efforts to mainstream gender analyses into food security, risks and livelihood assessments carried out through vulnerability analysis and mapping and emergency needs assessments. Mainstream gender into contingency planning guidelines.	Gender mainstreamed into emergency food security and emergency needs assessment guidelines, vulnerability analysis guidelines and contingency planning guidelines.	2005-2006
World Bank	Undertake a review of the conflict analysis framework in order to better integrate gender concerns in the analysis of conflict triggers and outcomes.	Proposed approach to sensitize the conflict analysis framework to gender issues, including the development of gender-appropriate indicators and conflict-related variables.	March 2006

A.4. Provide systematic training on gender issues for all staff working on early warning and conflict prevention.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, DPKO, ILO, OHCHR, UNDP, UNHCR, WFP	Conduct training for headquarters and field-based staff and provide practical tools for integrating gender perspectives into conflict prevention work.	Enhanced capacity in prevention work.	Ongoing
UNSSC	Integrate gender perspectives into early warning and prevention training workshops.	Enhanced capacity.	Ongoing

B. Peacemaking and peacebuilding

B.1. Develop strategies, including training and capacity-building initiatives, to ensure women's full participation in all stages of the peace process, including in the negotiation and implementation of peace agreements, drafting and negotiation of constitutions and development of strategies for resettlement and rebuilding.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, OSAGI, UNIFEM	Advocate for women's participation in peace negotiation processes.	Political support for increased participation of women.	Ongoing
DPA	Develop its departmental gender action plan for integrating gender perspectives into its conflict prevention, peacemaking and peacebuilding activities.	Gender action plan developed and implemented.	Ongoing
DPA, DPKO, OHCHR, UNHCR, UNFPA	Strengthen and develop women's role and preparation for and involvement in peacemaking, negotiation processes and elections by supporting capacity-building in lobbying, advocating, public speaking, mediation and negotiation skills.	Increased participation of women in all political processes.	Ongoing
ESCAP	Strengthen gender-responsive governance at regional and national levels in countries experiencing ongoing or post-conflict situations through development and implementation of a strategic programme framework.	Reduction of gender inequalities and enhanced socially inclusive development.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
INSTRAW	Carry out a project on women and peace and security action plans.	Guide and workshops on developing national and organizational women and peace and security action plans.	2005
UNESCO	Develop an action plan for the Great Lakes region in Africa to identify women's strategic gender needs in consultation with representatives of government ministries, academia and women's groups and establish regional and subregional women's research centres.	Action plan and women's research centres.	Through 2007
UNHCR	Develop communication strategies (guidelines, leaflets, posters and audio-visual media) on the importance of women's participating in peacemaking; prepare and test training manuals tailored to support women's capacity-building; promote and facilitate the participation of women and girls in contributing to peace agreements.	Improved communication strategies and capacity-building.	2005-2006
UNIFEM	Promote women's leadership and participation in peace and transitional processes by supporting the establishment of networks of women's organizations; support dialogue and collaboration by women from opposing sides; develop guidelines to promote women's participation in peace processes. Continue to support the development of national action plans for the implementation of Security Council resolution 1325 (2000), the strengthening of reporting on the Convention on the Elimination of All Forms of Discrimination against Women and the implementation of national commitments related to the Beijing Platform for Action.	Women's inclusion in formal and informal peacemaking and peace negotiations; support provided to national implementation plans for 1325 and enhanced reporting on the Convention on the Elimination of All Forms of Discrimination against Women and implementation of national action plans in selected countries.	2006-2007
WFP	Pursue its policy to target at least 70 per cent of food-assisted training activities to women and adolescent girls; ensure that women participate in the management of physical assets created under food-for-work schemes.	Women's human capital developed; value of women's work and their local productivity promoted; increased women's access to capital, employment and productive resources.	Ongoing

B.2. Ensure that Security Council missions take into account gender considerations and the rights of women and children, including through consultation with local and international women's groups. Integrate gender perspectives into the terms of reference of Security Council visits and include gender specialists in teams.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, DPKO, ILO, OHCHR, OSAGI, UNIFEM	Integrate gender perspectives in the terms of reference for Security Council fact-finding and assessment missions; provide information on the situation of women and girls in countries/regions concerned in briefing materials and country profiles provided to Security Council; facilitate meetings of Security Council missions with NGOs and women's groups; encourage the inclusion of a gender adviser in Security Council missions.	Gender-focused terms of reference, gender-specific briefing materials, gender-sensitive checklists and guidelines; perspectives of women incorporated in reports and recommendations. Updated country profiles maintained on UNIFEM portal www.womenwarpeace.org.	In connection with each mission

B.3. Ensure that gender perspectives and, in particular, the special needs and priorities of women and girls are taken into account in negotiating and implementing peace agreements.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, OSAGI, UNIFEM	Encourage gender needs assessment, including budgetary needs, in the lead-up to peace agreement negotiations; advocate for the strong representation of women in delegations and the inclusion of gender-specific provisions to ensure women's effective participation in transitional and post-conflict mechanisms, including power-sharing agreements.	Gender-specific information to feed into the negotiations and advocacy.	For each peace process
DPA	Encourage and support the inclusion of gender-specific provisions in peace agreements that address women's political, social and economic security; consult with local women's groups and civil society organizations when planning for post-conflict reconstruction.	Peace agreements sensitive to women's rights and gender-focused projects.	Ongoing
DPKO	Maintain regular contacts between women's groups and the mission's top management in negotiating and implementing peace agreements.	Regular feedback from women's groups.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ILO, OHCHR	Develop gender-sensitive negotiation strategies and peace agreements, integrate gender analysis into all aspects of the agreement and encourage the adoption of a gender-sensitive approach, experience sharing and lessons learned.	Women's needs integrated into peace talks.	Ongoing

B.4. Support local women's peace initiatives and indigenous processes for conflict resolution.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA	Provide funding and logistical support for capacity-building; facilitate meetings of women's groups with formal negotiating parties.	Financial and logistical support; increased participation of local women.	Ongoing
DPKO, IFAD, ILO, UNDP, UNFPA, UN-Habitat, UNHCR, UNIFEM, UNITAR	Build partnerships with and support national and local women's organizations; document their strengths in conflict resolution processes and raise awareness with communities of methodologies of conflict resolution; develop training modules on peacebuilding and train representatives of women's organizations.	Women's organizations identified; methodologies and best practices documented; training of NGOs and networking.	2005-2007

B.5. Provide systematic training on gender issues for all personnel involved in peacemaking and peacebuilding efforts.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, DPKO, UNDP, UNESCO, UNHCR, UNICEF, WFP	Raise awareness and educate for gender equality; train headquarters and field-based civilian, military and civilian police and humanitarian personnel on how to integrate gender perspectives into peacemaking and peacebuilding activities; train women professionals in election reporting and other initiatives to improve journalistic standards.	Gender-sensitive workshops or training modules prepared, gender awareness raised, enhanced staff capacity.	Ongoing

C. Peacekeeping operations

C.1. Develop policy and operational tools to facilitate gender mainstreaming in all thematic and functional areas of peacekeeping.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO	Develop and implement a gender policy statement, a comprehensive gender policy and a department-wide gender mainstreaming action plan with objectives, activities, indicators and time lines for each functional area. Develop training tools and guidelines.	Global policy statement and action plan, training tools.	2005
DPKO, UNAIDS, UNFPA	Collaborate in the development and implementation of gender-sensitive HIV/AIDS policy in such areas as training, codes of conduct, HIV testing, civilian and military cooperation, resource information and best practice materials; integrate an HIV/AIDS policy within DPKO and strengthen capacities of peacekeeping operations (including future peacekeepers) to address HIV/AIDS.	Development of a gender-sensitive HIV/AIDS policy and increased staff capacity to deal with HIV/AIDS.	2005-2007
OHCHR	Share experience and lessons learned among gender experts and focal points in human rights and gender components of peace missions and field offices and at headquarters.	Lessons learned and experience shared.	Ongoing
OSAGI	Support policy development for gender mainstreaming in peacekeeping operations.	Policy support provided.	2005-2007

C.2. Integrate gender perspectives into the mandates of all peacekeeping missions.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO	Include gender expertise in pre-mandate assessments and planning (headquarters and mission levels) and ensure that gender concerns continue to be systematically included in all new peacekeeping mandates.	Gender mainstreamed in mandates of peacekeeping operations.	Each time a mission is established
OSAGI, UNIFEM	Integrate gender issues in needs assessment missions and integrated mission task forces.	Gender issues integrated in assessment missions and integrated mission task forces.	2005-2007

C.3. Include a gender component in all field operations with adequate resources and standard guidance on roles and functions to ensure effective implementation of their mandates.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO	Assign full-time gender advisers and gender units in peacekeeping operations; elaborate standard guidance on the structure, size and reporting lines for gender units; strengthen implementation of resolution 1325 (2000) in peacekeeping operations without full-time gender advisers; formulate indicators for measuring gender mainstreaming impact on mission's activities; establish in mission areas gender task forces with members of the relevant units/sectors.	Full-time gender units and advisers in most missions, concrete guidelines on the roles and functions of gender units, standardized work plans for gender advisers developed.	2005-2007
OHCHR	Appoint gender focal points in all field offices and human rights components of peacekeeping operations.	Gender focal points appointed in field offices and human rights components of peacekeeping operations.	Ongoing
OSAGI	Advocate for fully resourced gender components in each peacekeeping operation.	Fully resourced gender components.	2005-2007

C.4. Provide systematic gender training for all categories and levels of peacekeeping personnel and harmonize and expand on the range of generic and specialized gender and women's rights training materials and resources, including HIV/AIDS awareness, available for use in predeployment and in-mission training.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPI	Train officers in the field on rapid public information response for peacekeeping, including gender aspects.	Training courses held.	Annually
DESA/ DPADM	Conduct training courses on peacebuilding and good governance for African civilian personnel in peace operations, including gender aspects.	Training courses for African peacekeepers organized.	2005-2006
DPKO	Continue revision of training modules, including basic training materials, middle and senior management training; develop training strategy to disseminate training modules; develop specific gender training resource materials for thematic and functional peacekeeping areas.	Revised and new gender training modules on peacekeeping areas.	December 2005

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OHCHR	Conduct assessments of training needs in the human rights components of peacekeeping operations; finalize training packages on human rights for military personnel, including modules on women's rights, trafficking, sexual exploitation and abuse, and provide training to United Nations military and police personnel on women's rights.	Training package on human rights for military personnel of peace operations produced and distributed to Member States and peacekeeping missions.	Mid-2006
UNAIDS	Support the development and implementation of HIV/AIDS policy and strengthening of capacities of peacekeeping missions and uniformed services (including future peacekeepers) to address HIV/AIDS, including a gender component.	Guidelines on HIV/AIDS in emergency settings implemented and training material made available online.	Ongoing
	Promote and support training on addressing HIV/AIDS issues in emergency settings and within humanitarian organizations.		
UNICRI	Disseminate a training manual on trafficking in persons for law enforcement officers involved in peacekeeping operations; plan to develop, subject to availability of resources, a training course for international police and justice administration personnel deployed or to be deployed in peace operations.	Training manual on trafficking disseminated and a training course developed.	2005-2006
UNIFEM	Provide technical support and expertise to policymakers and United Nations decision makers to make the connection between gender, human rights, violence and HIV/AIDS.	Inter-agency best-practices compilation on gender dimensions of HIV/AIDS prevention and response.	2006
	Support women's organizations in communities where peacekeepers are deployed to increase awareness of HIV/AIDS and strengthen the community's prevention strategies.	Advocacy on HIV/AIDS and violence against women under the Global Coalition on Women and AIDS.	2006-2007
	Provide promotion and training on gender and HIV/AIDS issues in emergency settings.	Information on gender dimensions through gender and HIV/AIDS web portal www.genderandaids.org.	
		Guidelines and training on HIV/AIDS in emergency settings developed.	

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNFPA	Raise awareness and sensitize uniformed personnel (including peacekeepers, national armies and militaries) on HIV/sexually transmitted infections prevention, gender awareness and gender-based violence. Work with UNIFEM and relevant NGOs to develop training materials on gender, women's rights and reproductive health issues.	Heightened awareness of uniformed personnel on reproductive health; training materials prepared and disseminated.	Ongoing
UNITAR	Provide training programme on the special needs of women and children in conflict to civilian staff of peacekeeping operations.	Training seminars and special briefings held in peace operations.	Ongoing

C.5. Develop and maintain a knowledge base of learning, research and best practices for gender mainstreaming in peacekeeping operations.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPI	Develop gender-sensitive public information materials on United Nations peace operations such as updates in 2006-2007 of booklet *Frequently asked questions on peacekeeping*, highlighting women peacekeepers in the selection of photos on the peacekeeping website and exhibits, providing media coverage of annual debate of the Security Council on women and peace and producing a women and peace and security fact sheet with statistics.	Media coverage, outreach through United Nations information centres, radio programmes; publications, including *FACES*, *Africa Renewal* and *United Nations Chronicle*.	2005-2007
DPKO	Document best practices on thematic issues and functional areas; desk-based reviews and workshops on best practices; establish an electronic learning and information-sharing network among gender advisers.	Documentation of and research on best practices, information-sharing network.	Fall 2005
ILO	Promote through the ILO Gender Equality Tool website, ILO resources and activities on mainstreaming gender into crisis and post-crisis situations and gender-sensitive materials, with "crisis" as a database search term.	Relevant ILO information on crisis-related issues available to users of ILO Gender Equality Tool website	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OHCHR, UNAIDS, UNFPA	Document lessons learned and mainstream reproductive health and gender issues in peacekeeping operations; develop materials on HIV/AIDS, gender-based violence and other critical issues.	Best practices and lessons learned and shared.	Ongoing
OSAGI	Update the online inventory of United Nations resources on women and peace and security.	Updated inventory of resources.	2005

D. Humanitarian response

D.1. Develop, implement and evaluate policies and strategies on gender mainstreaming in all humanitarian assistance programmes.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
IASC	Develop common humanitarian policies, identify and address gaps in response and advocate for effective application of humanitarian principles.	Development of common policies.	Ongoing
FAO	Implement Gender and Development Plan of Action (2002-2007) by ensuring women's access to sufficient, safe and nutritionally adequate food and control and management of natural resources and agricultural support services; provide policy and decision-making processes at all levels in the agriculture and rural sectors and opportunities for farm employment in rural areas.	Gender Plan of Action implemented; sufficient, safe and adequate food and opportunities for women in emergency situations.	Ongoing
OCHA	Implement its policy on gender equality and action plan to mainstream gender issues in four areas of work: coordination, information management, advocacy and policy.	Policy and gender action plan implemented.	Ongoing
UNFPA	Address reproductive health issues and gender-based violence during armed conflict; support emergency reproductive health projects and advocate for reproductive health and human rights of women and girls in emergency situations.	Increased awareness about emergency reproductive health and support to projects in more than 30 countries.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNHCR	Implement the age, gender and diversity mainstreaming strategy in all country operations and conduct systematic participatory assessments with refugee women, girls, men and boys.	Better understanding of refugee concerns; participatory planning workshops, monitoring and evaluation; information incorporated into operations and programming.	2005-2007
UNICEF	Implement policy on gender equality and the empowerment of women and girls. Promote gender issues and awareness at the national and local level through a network of gender focal points in regional and country offices.	Increase capacity of UNICEF-assisted programmes to integrate a gender perspective into all areas of work.	2005-2007
UNRWA	Finalize its study on gender mainstreaming, draft gender policy and collect gender-sensitive data on refugee needs.	Study on gender mainstreaming finalized, gender policy drafted and data collection improved.	2005-2006
WFP	Implement its gender policy 2003-2007 establishing eight enhanced commitments to women to ensure food security and mainstreaming of gender into WFP-supported activities, WFP and partners' food security programmes and programmes in support of United Nations peacekeeping operations.	Gender policy implemented.	Ongoing

D.2. Ensure the active participation of refugee and displaced women and women's organizations in the design, management, implementation and evaluation of humanitarian assistance programmes.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
FAO, ILO	Design and implement livelihood-creation programmes; deploy ILO technical specialists to develop programmes providing women refugees, IDPs and host communities with employment opportunities in such areas as social finance, micro and small enterprise and cooperative development, local economic development, specific skills training and employment-intensive works.	Training and other support to income-generation activities.	Ongoing
OHCHR	Work through national human rights institutions to advocate for protection and promotion of the rights of women refugees and internally displaced women.	Enhanced national capacity for protection of women's rights.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OCHA, UNFPA, UNHCR	Implement the commitments to refugee women, involve women in decision-making processes and programming initiatives, mainstream age, gender and diversity through the use of participatory assessments; promote a community-based approach where refugees are the key actors.	Increased women's empowerment in camp management; country-level standard operating procedures.	Ongoing
UN-Habitat	Take gender-sensitive approaches to housing assistance for displaced persons.	Gender-sensitive housing projects and programmes.	Ongoing
UNHCR	Assess, in consultation with women refugees and IDPs, protection issues and priorities to promote meaningful participation in programming.	Participatory assessments with refugees and IDPs and enhanced women's participation in programming.	Ongoing
UNRWA	Train managers of women's centres and other community-based organizations on programme management, participatory assessments and evaluation tools; raise women's awareness and introduce new skills training; support women's organizations.	Training courses for managers of women's centres and women's participation in camps enhanced.	Ongoing
WFP	Implement its gender policy 2003-2007 mandating the involvement of women on an equal basis in food distribution committees and other programme-related local bodies; consult with women with regard to the establishment of food distribution points to facilitate their collection of food and to avoid burdensome and unsafe travel to distribution points.	Increased women's representation on programme-related bodies.	Ongoing

D.3. **Provide** systematic training to all categories of humanitarian personnel on gender issues.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
FAO	Raise awareness and build capacity on gender analysis and participatory tools of humanitarian staff and partners working in emergency and rehabilitation programmes and projects.	Seminars and training workshops on socio-economic and gender analysis.	Ongoing
ICTY/ICTR	Train investigators going into the field on gender issues and provide training in trauma and women victims and witnesses as a service to humanitarian assistance agencies in the former Yugoslavia and Rwanda.	Training of field investigators.	2006

Entity	Strategies and actions	Main outputs	Time line
OCHA	Integrate its policy on gender equality into all training initiatives, including emergency field coordination training, protection of civilians, consolidated appeals process workshops and disaster assessment and coordination training programmes.	Gender integrated into training programmes.	2006-2007
OHCHR	Provide input to trainings conducted by United Nations specialized agencies on gender equality, women's rights and prevention of sexual exploitation and abuse during humanitarian operations.	Input to training courses.	Ongoing
UNFPA	Provide a comprehensive training course for all country representatives on humanitarian issues with a focus on gender awareness.	Gender awareness of country representatives.	Ongoing
UNHCR	Hold workshops for staff and conduct participatory assessments from age, gender, and diversity perspective.	Training workshops and assessments.	2005-2007
UNRWA	Increase gender awareness through assistance of expert consultants and implement relevant training seminars and workshops. Conduct gender training for social service staff and community organization volunteers. Develop a core of gender trainers in the relief and social services division.	Gender training for senior managers, gender awareness for field staff increased, core of gender trainers.	2005-2006
WFP	Implement its enhanced commitments to women training and learning initiative through training of trainers workshops, country-level workshops, regional technical workshops, additional training events at country office level; mainstream gender in other corporate training programmes and continuous learning initiatives.	Training of trainers workshops, country-level workshops, regional technical workshops conducted.	2005-2006
WHO	Integrate a gender perspective in induction briefings on health action in crises.	Gender-sensitive briefings on health action in crises.	

D.4. Integrate gender issues into existing operational tools, guidelines and manuals and/or develop new gender guidelines, tools or other resource materials to facilitate gender mainstreaming in all areas of humanitarian action.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
IASC Task Force on Gender and Humanitarian Assistance	Develop a handbook on gender mainstreaming in humanitarian response in complex emergencies and natural disasters.	Handbook and CD-ROM on gender resource tools produced and disseminated.	2005-2006
FAO and WFP	Implement a strategy of mainstreaming gender into operational guidelines and sector policies by publishing socio-economic and gender analysis, guidelines for emergencies and rehabilitation programmes, guidelines to integrate gender into vulnerability analysis and mapping, emergency needs assessment guidelines and the programme guidance manual (online).	Guidelines to integrate gender into all aspects of food security in humanitarian operations.	2005
UNHCR	Update its gender equality policy, including refugee women's protection guidelines and community development manual; release participatory assessment tool and facilitators workshop manual.	Revised and up-to-date tools and methodologies.	2005-2006
UNICEF	Develop and update guidelines and training materials that are used to increase the capacity of UNICEF-assisted programmes to integrate a gender perspective into all areas of work, including emergency situations. Develop additional operational tools, guidelines and manuals on gender and ensure that all children and women enjoy fully and equally their human rights as reflected in international human rights instruments.	Operational tools for mainstreaming an age/gender perspective.	2005-2007
UNIFEM	Support humanitarian emergency response mechanisms such as consolidated appeals processes and emergency flash appeals by maintaining a global database of gender experts available for quick deployment in emergencies and producing guidelines on gender mainstreaming.	Global database of experts and guidelines to support gender mainstreaming.	2005-2006
UNRWA	Review relief and social services instructions, eligibility for aid criteria, guidelines and manuals with a gender perspective.	Gender-sensitive relief and social services procedures and eligibility criteria.	2005-2006

E. Post-conflict reconstruction and rehabilitation

E.1. Develop, implement and evaluate policies and strategies on gender mainstreaming in all post-conflict reconstruction and rehabilitation programmes.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, DPKO	Include gender analysis, with assistance of gender advisers and women's representatives, in planning for post-conflict and rehabilitation programmes and projects; encourage donors to support gender-specific post-conflict reconstruction projects.	Gender-sensitive programmes developed and enhanced donor support.	Ongoing
FAO, IFAD	Evaluate existing capacities and provisions for women, development and gender mainstreaming as per gender plan of action.	Identification of gaps and challenges.	2006-2007
ICTR	Develop and implement policies and strategies on capacity-building in social rehabilitation aimed at longer-term integration of ICTR witnesses and victims in national rehabilitation mechanisms.	Workshops and seminars.	2006-2007
ILO	Improve gender mainstreaming in crisis response through a gender audit of its InFocus Programme on crisis response and reconstruction, followed by a survey checking the implementation of its recommendations; prepare guidelines to assess crisis response interventions that include gender dimensions.	Follow-up to the 2001 gender audit; guide on evaluating crisis response interventions.	2005-2006
UNDP	Conduct gender analysis and strengthen operationalization of gender mainstreaming in conflict prevention and recovery, including a gender review of the Bureau for Crisis Prevention and Recovery's technical support activities; conduct gender training in all UNDP crisis prevention and recovery technical units; implement the plan of action for gender mainstreaming in crisis prevention and recovery for 2006-2007.	Increased capacities in gender-sensitive programming in the area of crisis prevention and recovery; enhanced implementation of the plan of action.	2005-2007
UNESCO, FAO	Support research on policy linkages and gender mainstreaming in policies and projects in post-conflict reconstruction.	Policy briefs to decision-makers and opinion shapers.	2006-2007

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UN-Habitat	Ensure integration of gender mainstreaming in all post-crisis reconstruction and rehabilitation programmes; mainstream gender in settlements upgrading in post-conflict areas; collect sex-disaggregated data in villages and urban centres.	Gender-focused programming, gender-balanced improvement projects, sex-disaggregated data.	Ongoing
UNHCR	Develop a strategy to mainstream gender concerns into UNHCR work in post-conflict situations, especially as it concerns reintegration, peacebuilding and coexistence.	Gender mainstreaming strategy developed.	2005 to first half of 2006
UNIFEM, UNFPA	Promote strategies in post-conflict countries to address the gender dimensions of reconstruction through needs assessments and transition mechanisms.	Mainstream gender in needs assessments and resource allocations in post-conflict reconstruction.	2005-2007
WFP	Mainstream gender into WFP-supported programming activities not only through the Programme's own projects, but also through engagement with government counterparts and partners to assist them in better integrating gender into their food security programmes.	Gender integrated into food security programmes.	Ongoing
World Bank	Through its 2001 operational policy on development cooperation and conflict, support States that are transitioning from war to enable them to achieve economic and social recovery and sustainable development with particular attention to the needs of war-affected groups who are especially vulnerable because of gender, age or disability.		Ongoing

E.2. Develop targeted activities focused on the specific constraints facing women and girls, including widows, female heads of households, refugees and IDPs, in post-conflict situations, such as lack of land, property rights and access to and control over economic resources.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO	Assess and identify women's groups and NGOs' needs for reconstruction; organize appropriate training for capacity-building; and advocate the adoption of appropriate human rights legislation, including the rights of women.	Needs assessments and capacity-building, advocacy.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ECE, FAO, UNIFEM	Improve gender-disaggregated data and statistics on a subregional basis and support the exchange of good practices and policy dialogue on women's access and control of resources for women's self-employment and entrepreneurship; support women's centres to enhance livelihoods strategies and increase access to national and humanitarian services.	Regional capacity-building and a subregional thematic group on gender and economy; women's centres established.	2005-2007
ESCWA	Formulate and implement projects that aim to empower women economically, specifically widows and women heads of households; build women's capacity through the use of information and communication technology and setting up of an emergency and conflict unit.	Projects empowering vulnerable groups of women on microcredit, information and communication technology and income generation and the emergency and conflict unit.	2005-2006
IFAD	Develop targeted and gender-mainstreaming activities, including support for the rehabilitation of rural women's capacity to re-engage in farming activities through provision of "kick-start" agricultural packages. Ensure that all projects and programmes include women's participation in decision-making bodies; address land tenure and land use planning.	Targeted projects for rural women. Women's participation in programme-related decision-making bodies.	Ongoing
ILO, UNHCR, WFP	Undertake women's leadership, economic skill development and enterprise development initiatives; improve women's economic role and living standards; make labour market institutions, services and actors gender-sensitive and strengthen women's entrepreneurship capacity.	Capacity-building, gender-sensitive market policies in post-conflict societies.	Ongoing
OHCHR	Promote technical cooperation projects specifically aimed at promoting women's rights in post-conflict situations, especially the rights of particular groups of women, including review of legislation and training of police and judges on the implementation of revised or new legislation; encourage national human rights institutions to ensure protection and promotion of women's human rights.	Assistance to government authorities and enhanced women's rights status.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNESCO	Support the establishment of journalists' associations and networking and advocate for safety of women media professionals and independent media run by women's associations; promote capacity-building of faculties of journalism.	Support provided to women's radio and television initiatives.	2004-2006
UN-Habitat	Pilot a literacy and community empowerment programme targeted at women and girls; set up self-help groups that establish group savings and lending funds for the setting up of microenterprises. Develop IDP settlement improvement programmes enabling women-headed households to participate effectively in the various stages of decision-making.	Literacy centres; women trained in management literacy, microenterprise and savings; increased participation in decision-making bodies.	2005-2006
World Bank	Finance through its Post-Conflict Fund a number of initiatives that incorporate gender perspectives into physical and social reconstruction activities.	Projects under implementation include microcredit to widows; women's empowerment and socio-economic development; women-headed household empowerment; supporting conflict prevention and social cohesion through early childhood development.	2005-2007

E.3. Promote and support the full participation of women in consultative and decision-making forums for the design of post-conflict reconstruction and governance frameworks, including constitutional, electoral, judicial, legislative and security sector reforms.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, OSAGI, UNDP	Produce training materials; advocate for women's effective participation in decision-making processes and in post-conflict elections as voters and candidates through civic education campaigns; train women electoral workers and candidates; encourage the inclusion, as relevant, of quotas for women in electoral laws.	Civic education materials, handbook on women and elections disseminated; electoral laws to enhance the participation of women reviewed; number of women voters and candidates increased; UNDP thematic paper produced on gender dimensions of parliaments in post-conflict situations.	2005 For each peace process.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO	Advocate for women's enhanced inclusion in consultative and decision-making forums, including for laws establishing quotas of women in political and administrative bodies, and monitor women's participation in decision-making bodies.	Enhanced women's participation in elections.	Ongoing
DESA/DAW, ESCWA, UNIFEM	Work with women's organizations and national Governments to support post-conflict constitutional, electoral and legislative reform processes; build the institutional capacity of national machineries for women in post-conflict areas.	Advisory services provided to ministries (including on women's affairs and justice), negotiation capacity-building and support to constitution drafting.	2005-2006
IFAD	Support effective community organizations where women are represented and participate in decision-making.	Effective participation of women in community management.	Ongoing
ILO	Through the economic development approach include women in local traditional decision-making groups on reconstruction efforts.	Women members of the local stakeholder forums.	Ongoing
INSTRAW	Research, training and information-sharing on gender and security sector reform issues.	Web section, research papers, and case studies, training materials, virtual seminar series, colloquium and practical guidelines.	2005 subject to availability of funds
UNDP	Provide staff with practical operational tools to systematically integrate gender concerns in security sector reform work; implement recommendations emanating from the 2005 Africa Gender and Governance Forum to achieve African Union target of 30 per cent women members in national assemblies.	Guidance tools disseminated.	2006
UNEP	Include experts in gender and resource management within assessment missions and cooperate with relevant government partners when developing the assessment methodology.	Gender perspectives integrated into the design and implementation of post-conflict environmental assessments.	2006-2007
UNFPA	Develop training programmes that empower women to participate in peacebuilding and reconstruction.	Leadership and communication skills training for women organized.	Ongoing
UN-Habitat	Prepare guidelines on gender mainstreaming in local municipal planning, train municipal councillors, local and national NGOs and community-based organizations.	Guidelines on gender mainstreaming in local municipal planning published.	2006

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNHCR	Use a participatory assessment approach to ensure that returnee and IDP women and girls influence the establishment and contents of reintegration strategies and programmes; refine gender-sensitive reintegration benchmarks on issues such as constitution reform and electoral processes; disaggregate indicators by sex.	Gender-sensitive reintegration strategies and programmes and regular reports on use of benchmarks and indicators.	Ongoing
WFP	Dialogue with host Governments and other counterparts and urge that the sociocultural, economic, political and legal environments be conducive to the advancement of women and gender equality.	Enhanced women's participation in programme-related bodies.	Ongoing

E.4. Promote the protection of and respect for human rights of women and children in all policies and programmes in support of constitutional, judicial and legislative reform, including truth and reconciliation and electoral processes in conformity with international norms.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DESA/DAW	Support implementation of the Convention on the Elimination of All Forms of Discrimination against Women in countries emerging from conflict, including consultation missions to raise awareness of the national machineries, personnel in line ministries and other relevant bodies, such as human rights commissions and NGOs; conduct workshops in support of preparation of national reports to the Committee on the Elimination of Discrimination against Women; and follow-up missions to support implementation of the concluding comments after the reports have been presented to the Committee.	Support to national machineries on women's rights, increased use of the Convention on the Elimination of All Forms of Discrimination against Women and successful presentation of reports to the Committee on the Elimination of Discrimination against Women.	2005-2007
DPKO, UNESCO, UNDP, UNIFEM	Work in partnership with United Nations country teams to streamline gender issues in the assistance to the reconstruction of media, the improvement of professional standards and the promotion of freedom of the press.	Professional media and strengthened support for freedom of the press.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, DPKO, ESCWA, OHCHR, OSAGI, UNFPA, WFP	Advocate for the adoption of gender and human rights sensitive policies and programmes and encourage media campaigns on these issues; promote respect for the rule of law and strengthening of national institutions; encourage governments to ratify the Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol and report to the Committee.	Advocacy and support for women's rights to be integrated in law reform.	Ongoing
ICTY, ICTR	Support domestic courts on specific issues involving the needs of women witnesses and witness protection legislation, including jurisprudence, training of prosecutors, defence counsel and judiciary.	Sustainable legal capacity for domestic war crimes trials.	Ongoing
OCHA	Integrate a gender perspective into a monitoring system for the protection of civilians and report to the Security Council.	Gender-sensitive monitoring system and reporting to the Security Council.	Ongoing
UNFPA	Utilize a human rights-based approach to programming knowledge asset which shares information on how to apply human rights based approaches into UNFPA programming and provide examples of successful human rights interventions.	Information sharing and women's rights-based programming.	Ongoing
UNHCR	Disseminate the Agenda for Protection (2003), a programme of action to improve the protection of refugees and asylum-seekers around the world, which draws attention to the specific needs of refugee women.	Awareness raised on protection issues.	Ongoing
UNICEF	Build on linkages and synergies between the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women at the conceptual and operational levels; through the legislative reform initiative develop concrete guidance and technical tools both for UNICEF and its partners in the area of legislative reform for the advancement of women's and children's rights.	Concrete guidance and tools to protect women's and children's rights.	2005-2006

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNIFEM	Provide technical support and capacity-building in regional and national institutions to support protection and respect for women's human rights; support promotion of women's human rights through rapid deployment of gender justice assessment teams and legal/judicial specialists with gender justice expertise.	Support provided to government ministries, such as ministries of women's affairs and justice, through training, civic education, capacity-building and policy analysis on women's human rights.	Ongoing

E.5. Take into account the special needs of women and girls in all mine action programmes.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
Inter-Agency Coordination Group on Mine Action (chaired by DPKO/MAS)	Develop and disseminate gender guidelines for mine action programmes to help United Nations mine action policymakers and field personnel incorporate gender perspectives in mine action initiatives and operations; designate gender focal points in mine action programmes; monitor the implementation of guidelines.	Development, operationalization and revision, as necessary, of the gender guidelines for mine action programmes.	2005-2006

E.6. Provide systematic training on gender issues to all categories of personnel working on issues related to post-conflict reconstruction and rehabilitation.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO, ESCWA, FAO, ICTR, UNDP, UNEP, UNFPA, UNHCR, UNOPS, WFP	Mainstream gender issues into core training programmes; provide systematic training for staff on gender issues.	Workshops and training programmes (including online training courses) on gender issues and gender mainstreaming.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ILO	Mainstream gender into all ILO training courses in crisis response; add specific modules on crisis response to training events focusing on gender; include ILO guidelines on gender in crisis response in a module of the ILO orientation and training course on gender mainstreaming.	Gender perspectives incorporated in all crisis response training	2005-2007
		Module on crisis response added to online course on gender, poverty and employment.	
		Orientation and training course incorporates guidelines on gender in crisis response.	

E.7. Integrate gender issues into existing operational tools, guidelines and manuals and develop new gender guidelines, tools or other resource materials to facilitate gender mainstreaming in all areas of post-conflict reconstruction and rehabilitation.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ESCWA	Develop a strategy for gender mainstreaming, including provisions of resolution 1325 (2000).	Updated gender mainstreaming manual reflecting regional specificities.	2006
ILO	Develop and widely disseminate practical guides, manuals and other available resources on gender in crisis response and post-conflict reconstruction; mainstream gender in operational guides and tools.	Guide on employment-intensive reconstruction in post-crisis contexts.	2005-2006
		Working document on the gender factor in surviving crises.	2005-2006
		An operational guide presenting an ILO-World Bank common approach to post-conflict livelihood recovery.	2005-2006
		Dissemination of ILO gender network orientation kit.	2005
OCHA	Ensure that the consolidated appeals process and emergency, recovery and rehabilitation response policies and programmes include a gender analysis.	Tools for consolidated appeals process, contingency planning, needs assessment and evaluation revised.	2007
OHCHR	Ensure that gender is fully integrated into all tools developed on transitional justice.	Gender-sensitive tools.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNDP, World Bank	Revise the UNDG/World Bank post-conflict needs assessment methodology from a gender perspective and develop practical operational tools to enable UNDP technical staff to systematically integrate gender concerns in recovery work.	Gender analysis incorporated in the post-conflict needs assessment and related training. Gender-sensitive post-conflict needs assessment piloted.	2006
UNEP	Update the current project manual to incorporate a gender equality perspective in project documents and implementation. Develop checklists to ensure the collection of gender-specific data during field missions.	Revised project manual with improved guidance on gender equality. Checklists for collection of gender-specific data developed.	2006-2007
UNESCO	Produce pedagogical tool kits for peace education and non-violent conflict resolution.	Establish an enabling environment to reduce violence against women.	Ongoing
UN-Habitat	Develop practical guidelines for incorporating gender perspective into sustainable reconstruction processes in post-crisis environments and comprehensive guidelines for field reference; address gender and land and property administration in post-conflict situations; develop a toolkit to provide a conceptual grounding in gender issues in relation to governance programmes in a post-conflict environment.	Practitioner's handbook on gender and post-conflict reconstruction; "Land administration in post-conflict situations: a handbook for planning immediate measures from emergency to reconstruction"; Practitioner's handbook on gender and governance in post-conflict situations; Gender training manual on leadership roles and competencies.	2005-2006
UNHCR	Review content of handbooks dealing with self-reliance and reintegration to assess extent to which they have addressed gender issues.	Gender issues integrated into handbooks.	2006
UNIFEM	Provide technical expertise and knowledge products to support other United Nations agencies and regional organizations to carry out gender-responsive needs assessments and ensure gender equality principles are reflected in reconstruction and rehabilitation programme planning and implementation.	Inter-agency needs assessments support gender equality.	2005-2007

Entity	*Strategies and actions*	*Main outputs*	*Time line*
WFP, FAO	Mainstream gender into operational guidelines and sector policies.	Socio-economic and gender analysis, guidelines for emergencies and rehabilitation programmes, guidelines to integrate gender into vulnerability analysis and mapping, emergency needs assessment guidelines.	Ongoing

F. Disarmament, demobilization and reintegration

F.1. Integrate gender perspectives into all disarmament, demobilization and reintegration policies and programmes and ensure that the special needs of women and girls are taken into account.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
Inter-Agency Working Group on DDR (chaired by DPKO and UNDP)	Develop a set of policies, guidelines and procedures for the planning, implementation and monitoring of DDR programmes, known as Integrated DDR Standards, and integrate gender perspectives.	A specific module of women, gender and DDR developed and gender perspectives incorporated in other DDR modules for planning, implementation and monitoring. A web-based United Nations DDR Resource Centre established.	2005-2006
DDA	Implement gender mainstreaming action plan, including research, capacity-building, outreach and advocacy and gender-balance issues.	Panel discussions, media briefings, publications, reporting to the Security Council, enhanced staff capacity, five regional consultations on gender mainstreaming of the programme of action on illicit small arms and light weapons.	2005-2007
DPKO	Develop gender guidelines for DDR; provide security arrangements for disarmament sites within the DDR zones, with special attention to the needs of women; organize meetings with women ex-combatants and those associated with the fighting forces to assess needs and mechanisms of reintegration.	Gender-sensitive guidelines for DDR developed; security arrangements established; women's needs assessments conducted.	2006

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OSRSG-CAAC, UNICEF	Ensure that the needs of girls associated with armed groups, girl victims of sexual exploitation and girl heads of households are integrated into DDR programmes.	DDR policies and programmes sensitive to the needs of girls.	Ongoing
UNICEF	Help community organizations to raise awareness and promote change at the family and community levels on gender issues and attend to the needs of women and girls formerly recruited into armed forces.	Family mediation for survivors; access to community schools and psychosocial counselling provided; and emergency food and non-food items supplied.	Ongoing
UNIDIR	Integrating gender and DDR issues into United Nations standards and related research documents.	Gender perspectives integrated into training programmes and research.	2005-2006
UNIFEM	Develop a roster of gender and DDR experts and indicators to measure implementation of the integrated DDR standards.	Roster of gender and DDR experts, indicators and scorecards to measure implementation developed. Women in receiving communities supported to cope with returning combatants.	2005-2007
UNOPS	implement programme for reintegration and alternative livelihoods, including aspects of improving family and civilian life.	Financial support for families and increased awareness of how to improve family and civilian life.	2005-2007
World Bank	Recognize special needs of women and child ex-combatants through its multi-country demobilization and reintegration programme and assess how the programme is taking gender concerns into account.	Demobilization and reintegration of about 350,000 combatants in seven African countries.	Desk review in 2005

F.2. Provide systematic training on gender issues to all categories of DDR practitioners in the field and at headquarters.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DDA	Increase awareness regarding gender-sensitive issues in the drafting of firearms legislation and other legal instruments; build advocacy capacity within the NGO community on gender-sensitive issues related to disarmament and non-violence.	Training of staff, parliamentarians and their advisers and NGOs.	2005-2007

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO	Provide gender training for all DDR staff; advocate for and advise on a gender-sensitive DDR programme; hold training workshops for community leaders to accept women ex-combatants and women associated with fighting forces; include DDR-related gender issues in induction training for military, military observers and civilian police; provide gender training to local armed forces involved in DDR process.	Gender training and technical advice provided.	Ongoing
UNIDIR	Conduct international training of military and United Nations personnel in peacekeeping operations on the gendered impacts of DDR, and on gender and small arms within the United Nations, European Union and African Union.	Gender integrated into training programmes and research	Ongoing
UNIFEM	Provide gender training to national DDR commissions and United Nations lead agencies.	Enhanced capacity development and greater accountability to women.	2005-2007
World Bank, UNIFEM	Hold a workshop to examine the gender elements of the demobilization and reintegration support operations and identify mechanisms for addressing any deficiencies, if required.	Report with a set of principles and recommendations for the multi-country demobilization and reintegration programme.	October-November 2005

G. Preventing and responding to gender-based violence in armed conflict

G.1 Respect and fully implement international humanitarian human rights laws applicable to protection of women and children and ensure conformity of national legislation procedures and action with international norms.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OHCHR	Increase its advocacy capacity and strengthen interventions with national authorities to bring national laws, regulations and policies in line with international standards through field offices and human rights components of peacekeeping operations; conduct technical cooperation projects.	International treaties ratified; gender equality integrated in law reforms; training programmes.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OLA	Establish judicial and non-judicial accountability mechanisms in post-conflict countries including, as appropriate, for crimes against women; support the establishment of a gender-balanced panel of judges or commissioners in courts or commissions of inquiry.	Enhanced non-judicial accountability mechanisms and gender-balanced panel of judges.	2005-2007
UNIFEM	Based on its work with truth and reconciliation commissions in Sierra Leone and Peru, as well as the Gacaca process in Rwanda, build the capacity of justice mechanisms to respect and implement international humanitarian and human rights law to protect women and children.	Truth and reconciliation mechanisms better able to adequately address gender-based violence, provide support to victims and reduce culture of impunity.	2005-2007
UNRWA	Develop protection policy and raise awareness of the Convention on the Rights of the Child among staff and beneficiaries; incorporate elements of international humanitarian and human rights law into programme development.	Protection specialist hired. Pamphlet on Convention on the Rights of the Child developed and distributed.	2005-2006

G.2. Establish and implement strategies and programmes on prevention and response to gender-based violence in armed conflict.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
IASC Task Force on Gender and Humanitarian Assistance (chaired by OCHA and WHO)	Establish a multisectoral coordinated approach to gender-based violence programming in emergency settings.	Guidelines for gender-based violence interventions in humanitarian emergencies developed, field tested and implemented; strengthened responses by country teams.	Ongoing
Inter-agency initiative (chaired by UNDP)	Develop a global initiative to stop rape in conflict situations and increase capacity to prevent, document and respond to gender-based violence.	Heightened high-level advocacy and field-level action for improving coordination and communication to ensure rapid response and enhanced prevention strategies.	2006-2007

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ECA	Organize a series of subregional workshops on women's human rights in formal and informal education (in North Africa and East Africa and the Great Lakes), including the issue of gender-based violence in armed conflicts.	Plan of action on mainstreaming women's human and legal rights in formal and informal education, including best strategy for addressing gender-based violence in armed conflicts.	2005-2006
OHCHR	Share information on achievements, best practices and effective mechanisms in addressing gender-based violence; field offices and human rights components of peacekeeping operations to contribute to programmes and campaigns to raise awareness about gender-based violence; undertake assessment activities to identify the dimensions of gender-based violence and devise appropriate prevention and protection activities in human rights components of peacekeeping operations where mandated to do so.	Information disseminated through radio programmes; sensitization activities with women's groups and local and national authorities and collaborative public awareness campaigns with other United Nations agencies undertaken.	Ongoing
UNHCR	Use multifunctional teams at the country level in working with refugee communities to identify gender-based violence protection and programme concerns; generate refugee-owned awareness-raising initiatives; support pilot projects to address gender-based violence including projects targeting men and boys; distribute and implement guidelines on sexual and gender-based violence against refugees, returnees and IDPs.	Information on refugee protection made available; awareness-raising campaigns; gender-based violence prevention pilot projects; gender-based violence guidelines translated and disseminated.	Ongoing
UNICEF	Implement programmes in refugee and IDP settings to prevent recruitment of children by armed forces; provide education in temporary shelters, protect schools and raise awareness on women's and girls' rights by strengthening prevention and response efforts.	Support to hospitals that treat rape victims (medical and surgical care, voluntary and confidential post-rape counselling and treatment for sexually transmitted diseases).	Ongoing
UNIFEM	Promote a rapid response to gender-based violence by building local capacity for prevention and response and making the links between gender-based violence and the spread of HIV/AIDS.	Gender experts rapidly deployed to work with local women's organizations.	2005-2007

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNRWA	Provide refugees with psychosocial support; conduct awareness raising campaigns via community centres in coordination with NGOs; provide legal advice at women's programme centres.	Increased awareness and support to refugee women on their rights and legal options.	2005-2006
WFP	Conduct field-based research to build WFP capacity to deal with protection concerns; integrate gender-based violence issues in its mandate and in the context of emergency field operations; build complementarities with other United Nations agencies.	Protection concerns identified and addressed; enhanced understanding among field staff on gender-based violence; field tools developed and WFP protection role defined.	2005-2006
World Bank	Identify actions for addressing gender-based violence in its work.	Operational guidelines prepared on health, education, justice and other sectors; dissemination of research.	2005

G.3. Monitor, conduct investigations, document and report on gender-based violence in a culturally sensitive manner favourable to the needs, dignity and rights of the victims.

Entity	*Strategies and outputs*	*Main outputs*	*Time line*
ICTR	Promote a gender-sensitive approach in data collection and mounting of cases on gender-based violence.	Gender concerns mainstreamed in the Tribunal's investigative procedures and indictments. Enabling environment created for victims of rape to come forward and testify.	Ongoing

Entity	*Strategies and outputs*	*Main outputs*	*Time line*
OHCHR	Ensure that all field presences and human rights components of peacekeeping/peacebuilding missions systematically report on gender-specific human rights violations (information to be included in periodic reports to the Security Council); that all ad hoc commissions of inquiry include attention to gender-based violence in examining massive human rights violations. Work with relevant Special Procedures of the Commission on Human Rights to ensure that reporting includes gender dimensions of their respective mandates; encourage national human rights institutions to monitor and publicly report on gender-based violence during armed conflict.	Regular reports on gender-based human rights violations; field visits to monitor, observe and report on cases of gender-based violence. Reporting guidelines and tools developed.	Ongoing
OSRSG-CAAC	Rape or other grave sexual violence against children in situations of armed conflict to receive priority attention in the monitoring, reporting and compliance mechanism (Security Council resolution 1612 (2005)).	The Office's monitoring, reporting and compliance mechanism addresses rape or other grave sexual violence against children.	Ongoing
UNHCR	Create a standardized system for managing and monitoring gender-based violence cases; develop checklist for senior managers; report on the High Commissioner's five commitments to refugee women. Prepare annual standards and indicators reports.	Standardized monitoring system; checklist for mangers developed.	2006
UNIFEM	Work with key partners to increase protection for victims and witnesses whose testimonies will help to address gender-based violence; build capacity of women's organizations to provide evidence at international and national courts.	Women's organizations better able to provide evidence that can be used by truth and reconciliation commissions, special courts and international and national courts, including the International Criminal Court.	2005-2007

G.4. Pursue prosecution of those responsible for genocide, crimes against humanity and war crimes. Take measures to reinforce national capacity to hold perpetrators accountable.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA	Encourage governments to exclude from peace agreements any amnesty provisions for non-political crimes, including gender-based violence.	Amnesty provisions exclude impunity for gender-based violence.	Ongoing
ICTR/ICTY	Prosecute and convict key perpetrators of violence, including gender-based violence; strengthen national capacity for the prosecution of perpetrators of genocide.	Standards set for the prosecution and punishment of gender-based crimes; persons accused of genocide tried; development of jurisprudence; national capacity for prosecution of genocide perpetrators enhanced.	Ongoing
OHCHR	Work closely with national authorities in establishing transitional justice and rule of law programmes that ensure accountability of perpetrators of human rights violations, including gender-based violence; develop transitional justice and rule of law tools with full integration of gender considerations; work with various partners including the International Criminal Court and the Security Council to combat impunity; ensure that commissions of inquiry contribute to national and international efforts to hold perpetrators of genocide, crimes against humanity and war crimes accountable.	Increased accountability for human rights violations, including gender-based violence; gender-sensitive law tools developed.	Ongoing

G.5. Develop and provide gender-sensitive programmes of support for victims, including legal assistance and witness protection programmes.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ICTR/ICTY	Promote physical and psychological rehabilitation assistance to witnesses and victims before, during and after the deposition of their testimony; mobilize witnesses and potential witnesses to participate more effectively in Tribunal's judicial procedures and related services; ensure capacity-building measures on trauma management for staff and relevant partners working with witnesses.	Better coordinated and monitored psychological and medical support measures for the physical and psychological rehabilitation of witnesses; enhanced awareness and informed participation by witnesses in the Tribunal's judicial procedures.	Until 2008

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNFPA	Support gender-based violence survivors through psychosocial support and provision of medical services, legal services and economic support.	Gender-based violence support systems established.	Ongoing
UNHCR	Establish multisectoral gender-based violence response strategies involving participants from health, safety/security, legal/justice and psychosocial sectors; organize local training to increase the national gender-based violence response skills and capacities.	Multisectoral response strategies developed. Enhanced national capacity to prevent and respond to gender-based violence.	Ongoing
WHO	Enhance community participation and support by means of social mobilization and advocacy for preventing gender-based violence; monitor and evaluate women's access to health services, including clinical care.	Lower prevalence of health problems resulting from gender-based violence; higher proportion of health facilities offering standardized minimum care for rape survivors and higher number of gender-based violence community initiatives.	Ongoing

G.6. Ensure that human rights monitors, members of commissions of inquiry and others involved in monitoring and reporting have the necessary expertise. Provide awareness training on human rights and the rights of women and children to all other staff.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OHCHR	Disseminate methodologies and tools to monitor, investigate, document and report on women's rights issues; provide training to human rights officers, members of commissions of inquiry and peacekeepers on human rights, including women's rights and gender-based violence; facilitate experience sharing and lessons learned in human rights components of peace missions and field offices and at headquarters.	Resource packages for human rights field officers with special emphasis on women's rights and gender mainstreaming developed. Predeployment briefings with special emphasis on gender mainstreaming.	Ongoing
OHCHR, UNHCR, UNICEF	In cooperation with the Save the Children Alliance initiate, promote and respond to requests for training and capacity development on child protection issues at headquarters and in the field for staff, partners and other essential stakeholders.	Partner agencies, government counterparts and refugees engaged in identifying and addressing child protection issues in field operations.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNFPA	Provide training and support to vulnerable groups during post-conflict situations, including awareness, prevention and treatment of sexually transmitted infections/HIV and gender-based violence; develop and implement policies on reproductive health issues and gender-based violence during armed conflict.	Increased awareness of reproductive health issues in communities facing post-conflict situations.	Ongoing
UNHCR	Conduct gender-based violence capacity-building training for staff and implementing partners; creating standard operating procedures (SOP) for urban and camp operations to promote/support efforts to meet the Five Commitments to Refugee Women; develop integrated country-level strategies to address gender-based violence.	Number of trainings conducted; SOPs created and implemented; promotional activities focusing on country-level strategies to address gender-based violence.	Ongoing

H. Preventing and responding to sexual exploitation and abuse by United Nations staff, related personnel and partners

H.1. Further develop and fully implement codes of conduct and disciplinary procedures for all categories of United Nations staff, related personnel and partners to prevent and respond to sexual exploitation and enhance monitoring mechanisms and investigate and address effectively cases of alleged misconduct.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
ECPS/ECHA Task Force on Sexual Exploitation and Abuse (chaired by DPKO and OCHA)	Distribute standards of conduct to all staff; create and disseminate tools for raising awareness (video); develop specialized training materials and campaigns for raising community awareness; create network of headquarter-based focal points for developing prevention and response strategies; provide guidance to focal points and in-country networks for protection from sexual exploitation and abuse; hold managers accountable for prevention of sexual exploitation and abuse; establish clear reporting mechanisms; maintain statistics of allegations/cases reported and followed up; develop and disseminate policy on victim referral; support establishment of victim referral mechanisms in the field.	Policy and implementation guidelines produced on the full implementation of the Secretary-General's bulletin on special measures for protection from sexual exploitation and abuse (ST/SGB/2003/13). Increased awareness of and adherence to required staff behaviour and consequences of misconduct; development of entity-specific codes of conduct; training of staff and related personnel; integration of implementation of the Secretary-General's bulletin in periodic management reviews and inspection missions; appointment of focal points in each entity; mandatory reporting in annual reports and other planning tools; communication strategy targeted at beneficiaries of assistance; training modules developed on work with and care for victims of sexual exploitation and abuse.	2005-2006

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPKO	Create a uniform standard of conduct on sexual exploitation and abuse for all peacekeeping personnel; train all peacekeeping personnel on sexual exploitation and abuse prohibitions; hold managers and commanders accountable for prevention of sexual exploitation and abuse; track allegations, investigations and follow-up to all cases of misconduct by peacekeeping personnel.	Amended contractual and legal agreements with peacekeeping personnel to include sexual exploitation and abuse standards; training materials and training strategy in place in all missions. Performance on sexual exploitation and abuse prevention considered during performance appraisals of managers and commanders; establishment of a DPKO database on misconduct.	2005-2006
OLA	Draft updated provisions on sexual exploitation in contracts with experts on mission, consultants and contractors; rules of conduct for United Nations Volunteers; United Nations model memorandum of understanding with troop-contributing countries; make the standards of conduct on sexual exploitation and abuse applicable to all categories of peacekeeping personnel.	Specific legal provisions to prevent sexual exploitation and abuse and enhanced accountability of staff and experts on mission and related personnel.	Ongoing
WFP	Promote transparency measures with full information on beneficiary entitlements in order to empower women and to prevent violence. Women are informed that they are to provide no services or favours in exchange for receiving rations and know the proper channels available for reporting cases of abuse linked to food distribution.	Research undertaken to identify beneficiary protection concerns, particularly for women.	2005-2006

I. Gender balance

I.1. Strengthen partnerships and innovative approaches for improving gender balance at all levels and increase efforts to identify suitable women candidates for senior and decision-making positions, including as special representatives and envoys, military observers, civilian police, human rights and humanitarian personnel through the implementation of targeted recruitment strategies and collaboration with Member States.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DDA	Increase gender balance to facilitate disarmament and non-proliferation; nominate women representatives to participate in workshops, seminars, programmes and expert groups.	Roster of women experts continuously updated.	2005-2007
DPA	Increase efforts to have women appointed to senior-level decision-making posts, including as Secretary-General's envoys and special representatives; encourage Governments to provide the Secretary-General with names of potential women candidates to be maintained on a roster.	Pre-screened list of women candidates. Increased participation and high-level visibility of women at the decision-making level in conflict prevention activities.	Ongoing
DPKO	Ensure continued dialogue with troop and police contributing countries on increased contribution of women to national contingents, including through organized meetings to review best practices for enhancing gender balance and for mainstreaming a gender perspective in the work of uniformed personnel in peacekeeping operations. Collaborate with women's groups in host countries to increase recruitment of more women to national posts.	Updated reports and comparative analyses showing trends.	2005
ICTR/ICTY	Develop specific strategies and an action plan to increase representation of professional women on staff, especially in occupational groups where they are currently underrepresented.	Gender gap reduced by 5 per cent in the recruitment and promotion of staff at the professional level by the end of 2006 (ICTR). Increased number of women professional staff members at the higher levels (ICTY).	Ongoing
OCHA	Implement its gender balance policy through a monitoring system to ensure meeting the 50-50 target.	Monitoring system established.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
OHCHR	Increase gender balance at all levels of recruitment, including among local staff, in technical cooperation programmes for police, judiciary, prosecutors and other actors in human rights components of peacekeeping operations and within national human rights institutions; encourage recruitment of women to senior human rights posts.	Higher representation of women.	Ongoing
OSAGI	Advocate for and provide advice on policies and guidelines on gender balance; identify women candidates for high-level positions, including as special representatives and envoys; maintain database on senior-level women candidates.	Increased representation of women, particularly at senior-level positions.	Ongoing
UNDP	Pursue gender balance in staff at all levels by 2010.	Mentorship programme for women's career building at P-3 to P-5 level established.	2005-2006
UNHCR	Enhance gender parity, particularly at senior levels. Created posts of Special Adviser to the High Commissioner on Gender Issues in the Executive Office and Senior Ethics and Diversity Officer in the Director's Office of the Division of Human Resources Management.	Enhanced gender balance and respect for diversity in staff selection process.	Ongoing
UNOPS	Increase gender awareness and gender sensitivity in all operations and increase participation of women staff at all levels.	Policy on equal opportunity for employment (document UNOPS/IC/2000/2) implemented.	Ongoing
UNRWA	Review policies with a view to strengthening gender balance and supporting spouse employment.	Revised staff training policy and education assistance policy.	2005-2006
WFP	Continue measures to increase the proportion of women in management positions, especially in humanitarian assistance operations; implement positive measures to ensure recruitment of more women as food aid monitors (75 per cent of recruits to be female).	Increased representation of women in field posts at all levels and in both international and national staff categories, and in the gender focal teams. Progress towards gender balance in executive and senior positions.	Ongoing

J. Coordination and partnership

J.1. Enhance United Nations system capacity to mainstream gender into all areas of peace and security through strengthened inter-agency cooperation and coordination.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
IASC	IASC was established to strengthen coordination of humanitarian assistance. IASC Task Force on Gender and Humanitarian Assistance provides technical support and guidance to the IASC Working Group on mainstreaming gender in all areas of humanitarian response.	Development of a joint work plan, policy statements, guidelines and training modules.	Ongoing
IANWGE (chaired by OSAGI)	A network of gender focal points in United Nations offices, specialized agencies, funds and programmes that monitors and supports the mainstreaming of gender perspectives in the normative and operational work of the United Nations system. The Task Force on Women and Peace and Security was established to coordinate the United Nations systems joint response on implementation of 1325 in partnership with Member States, inter-governmental and non-governmental organizations.	Tools, briefing material and guidelines developed for gender mainstreaming. Monitoring and reporting on the implementation of resolution 1325 (2000) improved; briefing materials made available to key stakeholders, including Security Council members; expert group meetings and panel discussions organized on different aspects of the resolution.	Ongoing
Inter-Agency Coordination Group on Mine Action (chaired by DPKO/MAS)	Forum for the coordination of United Nations mine action policies, strategies and initiatives at the global level. Monitors the landmine and explosive remnant of war threat around the world, reviews the United Nations mine action response in a given country, and approve guidelines on behalf of the United Nations system. Steering committee on gender and mine action monitors implementation of the gender guidelines for mine action programmes.	Ensure effective coordination and implementation of mine action policy and gender guidelines for mine action programmes.	Ongoing

Entity	Strategies and actions	Main outputs	Time line
Inter-Agency Working Group on DDR (chaired by DPKO and UNDP)	Established by ECPS to improve the Organization's performance in the area of DDR, the Inter-Agency Working Group provides strategic advice, including on training needs, policies and strategies; maintains and reviews the developed set of United Nations guidance on DDR; develops and manages the United Nations DDR Resource Centre; and facilitates planning of DDR operations among relevant United Nations agencies.	A set of policies, guidelines and procedures on DDR known as Integrated DDR Standards, and a web-based United Nations DDR Resource Centre expected to be launched early 2006.	Ongoing
ECPS (chaired by DPA) **ECHA (chaired by OCHA)**	High-level coordinating bodies that provide executives at the highest levels with a forum to discuss and formulate strategies to prevent and respond to armed conflict and humanitarian emergencies. They have set up a joint Task Force on Protection from Sexual Exploitation and Abuse.	Gender mainstreamed in coordinated responses to prevent and respond to armed conflict and humanitarian emergencies.	Ongoing
Task Force on Children and Armed Conflict (chaired by SRSG-CAAC)	Regularly review overall progress in monitoring and reporting on implementation of a monitoring and reporting mechanism on grave child rights violations as requested by resolution 1612 (2005). Review reports received from task force on monitoring and reporting at country level and transmit monitoring information to decision-making bodies to take concrete action against offending parties.	Annual monitoring and compliance report and ad hoc reports prepared; monitoring and reporting database developed. Concrete actions proposed and timely alerts given as necessary.	Ongoing
UNDG	Develop policies and procedures, plan support strategies, implement support programmes, monitor results and advocate for change. Increase United Nations impact in helping countries achieve the Millennium Development Goals, including poverty reduction. In response to the triennial policy review of operational activities for development of the United Nations system (General Assembly resolution 53/192), UNDG, with ECPS and ECHA has undertaken a number of initiatives to build bridges between their core missions in support of the broader goal of peacebuilding.	Development of policy guidance, lessons learned and best practices in support of the management of the transition from relief to development. Support to the Resident Coordinator system in the coordination of the United Nations country team in a complex emergency, in particular in large multilateral activities such as a post-conflict needs assessment, conflict analysis or the establishment of a post-crisis multi-donor trust fund for recovery.	Ongoing

Entity	*Strategies and actions*	*Main outputs*	*Time line*
Framework Team for Coordination on Conflict Prevention	Devise strategies aimed at consolidating peace, building on national and civil society efforts in the field. It acts as a catalyst, draws attention to early warning signs and initiates action to diffuse tensions. The Framework Team is intended as "gearbox" between the field and headquarters, channelling early warning information and suggestions on preventive and pre-emptive measures to the appropriate forum and decision-making bodies.	Input into early warning assessments and monitoring activities to alert United Nations country teams. Collaboration with United Nations agencies and partners to develop appropriate follow-up recommendations for action.	Ongoing
DESA Task Force on Conflict Prevention, Peacebuilding and Development	Forum to discuss and formulate strategies aimed at mainstreaming issues of conflict prevention, peacebuilding and development within DESA work areas and at integrating socio-economic issues in conflict prevention and peacebuilding policy and operations.	Develop a framework for DESA work on conflict prevention and peacebuilding.	Ongoing

J.2. Recognize the important contribution of civil society to the implementation of resolution 1325 (2000) and continue to collaborate with civil society, in particular with local women's networks and organizations including indigenous women's organizations, to utilize their knowledge and ensure their full participation in peace processes and reconstruction efforts.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA, DPKO	Continue to meet and exchange ideas and strategies with members of civil society and NGOs, in different forums, on implementation of resolution 1325 (2000) and increased participation of women in peace processes.	Strategic partnerships with civil society and NGOs.	Ongoing
OHCHR	Continue to work with and support the work of women's organizations; promote and protect women's human rights and encourage their participation transitional justice projects.	Field offices and human rights components of peacekeeping operations work with and support women's organizations.	Ongoing
UNEP	Support the implementation of a manifesto adopted by the first Global Women's Assembly on Environment in 2004.	Strengthened cooperation with major groups and stakeholders, including women's networks.	2004-2007

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNIFEM	Build the capacity of women's organizations to be effective advocates for women's empowerment in political, economic and other spheres in transitional and post-conflict institutions and processes.	Increased and effective participation of women's organizations and women leaders in all stages of peace processes, post-conflict peacebuilding efforts, DDR processes and institutional reform processes.	2005-2007

J.3. Strengthen gender theme groups in countries emerging from conflict.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
IANWGE Task Force on Gender Main-streaming in the CCA/ UNDAF (chaired by UNIFEM)	Develop and disseminate resource guide for gender theme groups.	Resource guide for gender theme groups published in English, French and Spanish and implemented.	2005
OCHA	Work at the country level to develop guidelines and share lessons learned on how to strengthen gender theme groups in emergencies.	Development and use of specific guidelines on the roles of gender theme groups in emergencies.	2007
UNDP	Strengthen country teams and gender theme groups through implementation of the corporate gender strategy and action plan.	United Nations country teams trained on gender mainstreaming methodologies and gender theme groups established in 45 countries (13 post-conflict). Country gender assessments jointly produced by World Bank/United Nations country teams in pilot countries.	2005
UNIFEM	Support gender theme groups in post-conflict settings, in collaboration with peacekeeping mission gender advisers, United Nations country teams and other agencies, funds and programmes.	Gender theme groups establish strategies for country-based collaboration to promote gender equality and women's human rights.	2006

J.4. Appoint gender advisers at sufficiently senior levels at headquarters and in the field to provide technical and policy advice on developing, implementing and evaluating gender mainstreaming strategies.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA	Seeking extrabudgetary funding for establishing gender adviser post at Headquarters.	Gender adviser post established.	2006
FAO	Selected two gender focal points to assist the Emergency Operations and Rehabilitation Division in mainstreaming gender in the main programmes and projects.	Project proposals reviewed from a gender perspective.	Ongoing
OCHA	Appointed gender adviser in March 2005.	Gender adviser facilitates mainstreaming gender in all areas and strengthens the system of focal points for gender equality.	2006-2007
UNAIDS	Gender adviser based in the UNAIDS Regional Support Office for East and Southern Africa providing policy and technical advice to mainstream women and HIV/AIDS issues into national AIDS programmes.	National AIDS programmes strengthened.	2005-2006
UNHCR	Continue to provide gender officers on temporary deployment to UNHCR operations in collaboration with the International Rescue Committee surge protection capacity project.	Deployment of rostered gender officers.	Ongoing
UNICEF	Established a Gender and Development Unit at Headquarters and a gender focal points network at country and regional levels.	Policy on gender equality and the empowerment of women and girls implemented. Guidelines, training materials and gender assessment tools developed. Network of gender focal points established in regional and country offices to promote gender issues and awareness at the national and local levels.	Ongoing
UNDP	Implement the corporate gender strategy and action plan.	Gender experts recruited in 45 country offices, four regional service centres and five headquarters units. Roster of gender experts fully operational.	2005

WFP	Established Gender Unit at headquarters responsible, for developing policies and issuing normative guidance, and capacity-building and field-based gender focal teams.	Gender focal teams appointed in all WFP regional bureaux and country offices.	Since 2004
WHO, FAO	Established a network of gender focal points in headquarters (between departments) and at regional and country levels.	Improved implementation of gender policies.	Ongoing

K. Monitoring and reporting

K.1. Systematically incorporate gender perspectives in all thematic and country-specific reports to the Security Council.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DDA, DPA, DPKO, OCHA, OHCHR, OSAGI, OSRSG-CAAC and others	Include gender perspectives and sex-disaggregated data systematically in all thematic and country-specific reports to the Security Council.	Systematic integration of gender perspectives in all reports to the Security Council. Development of guidelines for reporting.	

K.2. Improve accountability, monitoring and reporting on progress on implementation of resolution 1325 (2000) within the United Nations system.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DDA	Established monthly internal reporting by individual branches on gender mainstreaming.	Regular assessment of status of implementation of activities.	
DESA/DESC	Include in recommendations to Member States measures by which the United Nations development system can become more accountable for producing concrete results on gender mainstreaming and gender equality in operational activities for development, including in post-conflict transition situations.	Assessment and analysis of progress and needs in the implementation of relevant resolutions in operational activities for development. Recommendations to Member States for the triennial comprehensive review of operational activities for development, on measures to ensure results and accountability.	

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DPA	Field missions to submit periodic reports to Headquarters on their activities related to implementing resolution 1325 (2000), which are incorporated into annual reports of the Secretary-General.	Enhanced reporting on gender issues.	
ECA	Apply the Africa-specific gender development index to map the extent of gender inequality and assess government performance in gender mainstreaming, gender equality and the advancement of women. The qualitative Gender Women's Progress Scoreboard includes criteria related to resolution 1325 (2000).	African Women's Report published by December 2005 to include a section on progress achieved in implementing resolution 1325 in 12 African countries. By November 2007, another African Women's Report to include assessment of progress made in additional 27 African countries.	2005-2007
OSRSG-CAAC	Included rape or other grave sexual violence against children in situations of armed conflict as one of the most grave violations of children's rights to receive priority attention in the monitoring, reporting and compliance mechanism (Security Council resolution 1612 (2005)); incorporate gender mainstreaming into the overall role of child protection advisers through training programmes.	The Office's monitoring, reporting and compliance mechanism addresses rape or other grave sexual violence against children.	Ongoing
UNHCR	Continue to mainstream age, gender and diversity in operational planning; use standards and indicators to monitor women's and girls' access to basic services and produce sex-disaggregated data on key sector activities.	Reports on commitments and on standards and indicators.	Ongoing
WFP	Set up gender-sensitive monitoring mechanisms to ensure that women and children regularly receive adequate, appropriate and nutritious food.	Gender mainstreamed into the annual performance report, as well as the standard yearly performance report for country-level operations. Follow-up study to 2004 baseline in all programme categories to assess results.	Ongoing

L. Financial resources

L.1. Increase financial support for implementation of resolution 1325 (2000), including through regular budgetary and extrabudgetary resources.

Entity	*Strategies and actions*	*Main outputs*	*Time line*
DDA	Earmark a percentage of its annual training allocation from the Office of Human Resources Management to be used specifically to support training programmes related to the implementation of resolution 1325 (2000). Resource requirements will be built in the respective project proposals funded from extrabudgetary resources.	Financial resources for training programmes to support the implementation of resolution 1325 (2000).	
DPKO	Ongoing review to identify mechanisms for providing financial resources supporting the work of the gender advisers in the missions. Establish an extrabudgetary facility to support the work of gender advisers.	Dedicated funding available to support work of gender advisers.	2005
ICTR	Promote fund-raising on gender issues in collaboration with the External Relations and Strategic Planning Section.	Advocacy for adequate regular and extrabudgetary resources for the implementation of the Tribunal's activities in application of resolution 1325 (2000).	Ongoing
OCHA	Established a gender mainstreaming project with specific budget allocations.	Annual gender project implemented.	2006-2007
UNDP	Enhance gender responsiveness in funding mechanisms in the area of crisis prevention and recovery.	Gender guidelines adopted and disseminated for approval of projects under the UNDP crisis prevention and recovery thematic trust fund. Gender tracking system established for all proposals approved for thematic trust fund and Track 113 funding.	2005

Entity	*Strategies and actions*	*Main outputs*	*Time line*
UNFIP	Support to UNIFEM project "Strengthening women's contribution to conflict prevention and resolution"; to UNITAR project "Training for civilian personnel in peacekeeping operations on the special needs of women and children in conflict" to DPKO project "Preventing abuse and exploitation in peacekeeping operations: implementing a zero-tolerance approach".	Increased availability of targeted information on the impact of conflict on women and their role in peace processes for national and international actors. Training courses on the issue of sexual exploitation and abuse; development of policies and procedures on organizational aspects of victim assistance.	2003-2005
WFP	Mainstream gender into budget for the 2006-2007 biennium.	Routine gender-related expenses mainstreamed into programme budgets especially in large emergency operations.	2004-2007
World Bank	Finance, through its Norwegian/Dutch trust fund for gender mainstreaming, a number of initiatives that address gender and post-conflict reconstruction and rehabilitation.	Projects under implementation: rapid gender assessment in Great Lakes refugee communities and HIV/AIDS-related behaviour; transfer and adoption of innovative young women counsellors' training instruments in the fight against HIV/AIDS, from Kenya to the Central African Republic.	2006